# **Management**

## **BENEFITS**

## **Auto Allowance**

The classifications of Assistant County Executive Officer and Deputy County Executive Officer can elect to receive a \$550/mo automobile allowance if they are not assigned a permanent overnight vehicle.

#### **Bereavement Leave**

May use up to five days of sick leave.

## Cafeteria Plan

Effective 1/1/09, Management employees receive \$2,100 per year, which can be used for a contribution into a 401(k), dependent care, medical co-insurance or cash.

# **Deferred Compensation**

Voluntary 457 and 401(k) are available through payroll deduction. The County matches employee contributions to a 401(k) \$1 for every \$4, to a maximum of \$750/yr.

## **Education Allowance**

Tuition reimbursement available for approved classes up to a maximum of \$1,200 per year.

# **General Wage Increase**

Effective November 15, 2014, employees will receive a 2.5% General Wage Increase.

## **Health Insurance**

The County of Placer provides Medical, Dental and Vision insurance for its employees and their dependents. MEDICAL: Several medical plans are offered through CalPERS, including HMO and PPO plans. The County pays 80% of the selected plan's total premium. DENTAL AND VISION: The County pays the full premium for the employee; the employee pays the premium for dependents. Specific costs for individual plans and coverage options can be found by clicking on the following link: Benefits Guide

# **Holidays**

13 days a year

# Life Insurance

\$50,000 coverage, employer paid.

# Long-Term Disability

Employee paid LTD for the first 5 years of employment, County paid thereafter.

# Management/Admin. Leave

Hired or promoted prior to December 14, 2013, 72 hours per year plus a 4% adjustment per formula. Hired or promoted on or after December 14, 2013, 100 hours per year.

# **Retiree Medical**

Hired prior to 1/01/05 with 5 years of PERS service credit same as active employee. Hired after 1/01/05, must have 10 years PERS service credit with 5 years with Placer County to receive 50% of the County contribution paid medical with an additional 5% for each additional year.

# Retirement

Placer County pension plans are administered by the California Public Employees Retirement System (CalPERS). Placer County has three pension tiers for Miscellaneous members; 2.5% @ 55, 2.0% @ 55, and 2.0% @ 62. The tier an employee is placed in is dependent upon hire date and CalPERS membership date. Beginning January 1, 2013 all new hires to Placer County who have not been members of CalPERS within the last six months will generally be placed in a 2.0% @ 62 formula. Both the employer and the employee contribute 6.2% into Social Security and 1.45% into Medicare.

Pensionable compensation limits are set each calendar year by CalPERS. Please see <a href="www.calpers.ca.gov">www.calpers.ca.gov</a> for questions regarding compensation limits.

For questions regarding employee and employer CalPERS pension contribution amounts, please contact the Personnel Department.

# **Sick Leave**

12 days per year unlimited accrual.

**Special Assign/Additional Pay**Tahoe Subsidy - \$675 /mo, increasing to \$775/mo 12/27/14. Access pay of an additional 5% if assigned. Additional 5% upon presentation of the certificate of Registration as a licensed Architect issued by the CA State of Architectural Examiners. Additional 5% bilingual pay. Longevity pay of an additional 5% after 5 years at Step 5.

# **Stand-By Pay**

\$21 for weekdays and \$24 for weekends and holidays, paid for in units of 8 hours. Increasing to \$25 for weekdays and \$28 for weekends and holidays in Dec 2014.

## **Vacation**

Vacation time: 0 - 2 years = 10 days, 3 - 4 years = 12 days, 5 - 9 = 15 days, 10 - 19 years = 20 days and 20 or more years = 25 days. Maximum accrual 520 hours.